

**FY16**

**ANNUAL REPORT  
JULY 1, 2015 – JUNE 30, 2016**



**FOX LAKE  
CORRECTIONAL  
INSTITUTION**

## TABLE OF CONTENTS

MESSAGE FROM THE WARDEN	2
FACILITY MISSION AND GOALS	3
FAST FACTS	3
BADGER STATE INDUSTRIES	6
COMMUNITY RELATIONS BOARD	6
COORDINATORS	7
EDUCATION	7
INMATE ACTIVITIES GROUPS	8
INMATE COMPLAINT REVIEW SYSTEM	9
PSYCHOLOGICAL SERVICES	9
RECORDS	10
RESTORATIVE JUSTICE EFFORTS	11
SOCIAL SERVICES	11
STAFF RECOGNITION	12
VOLUNTEERS	13
ACRONYMS	13

## MESSAGE FROM THE WARDEN

Welcome to the Fox Lake Correctional Institution (FLCI) Annual Report for Fiscal Year 2016 (FY16), covering July 1, 2015, through June 30, 2016. Correctional institutions are much more complex operations than most people realize. The annual report is published with a desire to provide readers with more specific information regarding FLCI. Hopefully this report also gives a small glimpse into some of the positive things that take place in our institution.

One of the exciting continuing initiatives at FLCI during this year has been presentation of a program designed to change the criminogenic thinking of offenders. Thinking for a Change (T4C) is a cognitive-behavior therapy (CBT) program that includes cognitive restructuring, social skills development and the development of problem-solving skills. Training for facilitators was offered for any Fox Lake staff as an opportunity to contribute to the community and institution safety. Not surprisingly members of almost every work discipline expressed interest and training was conducted on-site in September 2014. The program began shortly thereafter. Impressions for from both staff and inmates are that the program and the unique facilitator teams continue to produce positive results. Men who complete the program exit with an enhanced ability to make positive decisions in their lives. This is a benefit to them, the institution, and the families and communities to which they will return.

Another exciting happening involved continuing the vision held by one of Fox Lake's former wardens, Darrell Kolb. Long ago Mr. Kolb saw the potential for a training facility on the Fox Lake grounds and initiated the process that would eventually lead to the construction of the Darrell A. Kolb Training Center. His vision was realized when in June 2015 FLCI hosted an on-site training academy for 26 new correctional officers from five different institutions. This site has been used to hold additional sessions of pre-service instruction to new officer candidates. Technological advancements such as cellular telephone signal enhancement and wireless network capability further solidified the Kolb Center as the premier training site in the Department of Corrections.

There is an old adage that holds "the only constant is change." That idea is especially true in corrections and FLCI served as demonstration of that notion during the 2016 fiscal year. Many long-time employees found their way to retirement, taking with them decades and decades of wisdom and experience. Their presence at FLCI and contributions to FLCI will be sorely missed. In their place we welcomed new employees who were high in energy; excited to learn their new profession; and eager to begin contributing to our mission of public safety. Innovation was also evident as Limited Term Employees (LTE) were added to the workforce in the uniformed staff area. Recently retired sergeants and officers have been hired to add to the staffing numbers which results in a lessened burden on existing staff in terms of hours needing to be worked.

During this fiscal year FLCI continued to carry out the mission statement of the Department of Corrections. A mission statement helps define the purpose of an organization in simple and concise terms. This allows the mission to be more easily understood by all employees of the organization as well as all those that it serves. The Department of Corrections "**Four P's**" mission is to:

**Protect** the public, our staff and those in our charge.

**Provide** opportunities for positive change and success.

**Promote**, inform and educate others about our programs and successes.

**Partner** and collaborate with community service providers and other criminal justice entities.

While this mission and its acronym (4Ps) may be easy to remember, it is made up of very complicated, challenging, and unending sets of tasks. It is a mission that is widely misunderstood and often misjudged. Yet the mission of the Department is completed day after day at FLCI which allows citizens of Wisconsin to sleep easy at night knowing that their safety is being safeguarded and their futures are being made brighter by the work that is done at the institution.

No annual report on operations at Fox Lake Correctional Institution would be complete without making mention of the special people that work at this institution. Employees at FLCI are collectively the most dedicated, loyal, selfless, hard-working people that you could ever hope to meet or have as a neighbor. They are a group of people that all of Wisconsin can be proud of. I know that I am and I am proud to have the opportunity to work with them each day.

Randall R. Hepp, Warden

## **FACILITY MISSION AND GOALS**

Fox Lake Correctional Institution (FLCI) is operated as a medium-security facility for adult male offenders. The basic mission and objectives of the institution are:

- ◆ To protect society and rehabilitate the offender.
- ◆ To provide medium custody and care for a select group of adult male offenders incarcerated by law from society for a period of time.
- ◆ To create and maintain an atmosphere or climate which restores the dignity of the individual and to provide optimum opportunity for positive behavioral changes.
- ◆ To introduce, develop and maintain correctional programs that will be treatment oriented to the highest possible degree.

## **FAST FACTS**

**WARDENS:** John R. Gagnon, Warden – 1962 to 1985  
Darrell A. Kolb, Warden – 1985 to January 4, 1991  
Raymond Fromolz, Acting Warden – January 4, 1991 to August 1, 1991  
Gerald A. Berge, Warden – August 1, 1991 to December 31, 1997  
Kenneth J. Sondalle, Warden – January 1, 1998 to January 24, 2000  
Thomas G. Borgen, Warden – January 24, 2000 to January 2005  
Jodine Deppisch, Warden – January 2005 to December 2009  
Larry L. Jenkins, Warden – December 2009 to March 2011  
Marc W. Clements, Warden – April 2011 to February 2014  
Randall R. Hepp, Warden – February 2014 to present

**DATE OPENED:** The construction of Fox Lake Correctional Institution began in July 1960 and the institution was officially opened on September 12, 1962.

**SECURITY LEVEL:** Fox Lake Correctional Institution is a medium-security adult correctional facility. It was the first medium security institution in the United States with a no-pass system and freedom of movement.

**LOCATION:** Fox Lake Correctional Institution is located in Dodge County, about eight miles north of the City of Fox Lake and ten miles west of the City of Waupun.

**TOTAL SITE ACREAGE:** 1200 acres

Acreage Inside Fence: 82 acres

Towers: 6 each – 30 feet high

**PHILOSOPHY:** FLCI embraces a responsible living concept approach in managing the inmate population. This approach places emphasis on personal responsibility.

**OPERATING CAPACITY** (as of June 24, 2016): 979

**CURRENT POPULATION** (as of June 24, 2016): 1325

### **STAFFING REPORT**

Supervising Officers	12
Correctional Sergeants	87
Correctional Officers	<u>118</u>
Total Uniform Positions	<b>217</b>
Total Non-Uniform Positions	90

**GRAND TOTAL 307**

### **Non-Uniform Total includes:**

<b>DEPARTMENT/</b>	<b># OF EMPLOYEES</b>	<b>DEPARTMENT/</b>	<b># OF EMPLOYEES</b>
Business Office Administration	3	Maintenance Administration	2
Business Office	3	Maintenance	9
Canteen	2	Psychological Services Administration	0 (vacant)
Chaplain	2	Psychological Services	3
Corrections Program Supervisor	1	Records Administration	1
Education Administration	3	Records	4
Education: Academic	7	Recreation	3
Education: Career & Technical	10	Security Administration	2
Food Service Administration	2	Social Services Administration	1
Food Service	5	Social Services	10
Guidance Counselor	1	Warden/Deputy Warden &	
Health Services Unit	6	Secretaries-Confidential	4
Human Resources	3	Warehouse	1
Inmate Complaint Examiner	1	<b>Total Non-Uniform</b>	<b>90</b>
Librarian	1		

### **INMATE TO STAFF RATIO:**

Inmate Population on June 24, 2016: 1325

1325 divided by 307 total staff = 4.32 (inmate to staff ratio)

### **OPERATING BUDGET**

#### **FISCAL YEAR (Year ending June 30, 2016)**

Permanent Salary ..... \$17,997,082  
LTE Salary ..... \$251,579  
Fringe Benefits ..... \$8,593,801  
Supplies & Services ..... \$744,592  
Capital ..... \$59,242  
Food ..... \$1,483,397  
Variable Non-Food ..... \$805,351  
Fuel & Utilities ..... \$972,141  
Maintenance ..... 481,469

Total ..... \$31,388,654

#### **INMATE COSTS**

Annual Cost ..... \$23,761.28  
Monthly Cost ..... \$1,980.11  
Daily Cost ..... \$65.10  
(Based on 1,321 ADP)

#### **INMATE WAGES**

Inmate wages range from \$ .05 per hour for unassigned inmates to \$ .42 per hour for top institution assignments. Badger State Industries workers can earn up to \$1.00 per hour.

Inmate wages paid by FLCI ..... \$405,116

Inmate wages paid by BSI ..... \$75,807

**Total ..... \$480,923**

#### **INMATE PAID OBLIGATIONS**

- Child Support ..... \$34,765
- Court Ordered Obligations ..... \$26,105
- Victim Witness/DNA Surcharges ..... \$78,402
- Institution Restitution ..... \$4,294
- Medical Co-Pay ..... \$11,977

### **ACCOMPLISHMENTS AT FLCI IN FY16**

- All social workers were trained in motivational interviewing.
- The new Star/Peoplesoft financial system was implemented.
- Three new business office staff were hired and trained.
- Records office staff was involved in the File Re-Ordering Project; Random Sampling Audit; EST Audit and Obrecht Review Audit; resulting in some immediate releases.
- Dialysis expanded the Peritoneal Program to an additional medium facility location (RCI).
- The garden produced over 44,000 pounds of produce from 1-¾ acres. It was overseen by the Food Service Department and all produce was utilized in the institution.

- Food Service prepared food for approximately 125 events ranging from 10-100 people.
- A new Career & Technical Education Food Service program was developed. This program will provide inmates with the skills necessary to find employment in the food service industry servicing large kitchens and catering services. Participants will earn a one-year diploma or certificate from Moraine Park Technical College and have an opportunity to participate in a food service apprenticeship program.
- The Education Department participated and completed a grant in collaboration with Moraine Park Technical College. This collaboration provided FLCI with an accredited curriculum through the Wisconsin Technical College System in reading and math. Students will now have an opportunity to transfer course work completed at one institution to another institution or a Wisconsin technical college upon release. This ability to transfer course work will greatly enhance a student's opportunities to complete their GED / HSED more efficiently.

## **BADGER STATE INDUSTRIES**

Badger State Industries (BSI) operates a wood and laminated furniture manufacturing facility designed to assist in the re-integration of inmates by providing hands-on experience in a work environment closely resembling that of private industry. Inmates are also encouraged to participate in a cabinetmaking/millwork vocational program enabling them to earn a technical degree from Moraine Park Technical College while working at BSI. Approximately one inmate is working in the apprenticeship program through the Department of Workforce Development.

The shop employs inmates who work as clerks, general laborers, machine assistants and machine operators. BSI has equipment such as an edge bander, panel saws, table saws, laminate presses, and a CNC machine. Raw materials including rough sawn hardwoods, laminate and particle board are used to produce furniture.

Articles produced include all types of free-standing furniture such as desks, credenzas, book shelving, tables, laminated parts for office system installations and hardwood frame and seating components for the upholstery operation. Products manufactured are sold to state agencies and other qualified customers. The wood shop has sold approximately \$3.5 million worth of products during the last year.

Average number of inmates employed: 40-50

## **COMMUNITY RELATIONS BOARD**

The Community Relations Board (CRB) held its first meeting at the institution on April 7, 1992. The purpose of the CRB is to support the mission of the Department of Corrections, the Division of Adult Institutions and the Fox Lake Correctional Institution. The Board functions as a mechanism for the enhancement of public education and acts as an advocate for issues that are relevant to the operations of adult correctional institutions in Wisconsin. The CRB is a vehicle used for establishing local community support for institution operations and to promote positive communication between the institution and local communities.

The CRB meets in May and October. The members are brought up to date on current institution events and happenings as well as Division and Department-wide issues and concerns.



## COORDINATORS

### Americans with Disabilities Act (ADA)

Coordinator for inmates: Sarah Feltes (920) 928-6945

Coordinator for employees: Tara Pretz (920) 928-6915

### COMPAS (Correctional Offender Management Profiling for Alternative Sanctions)

Coordinators: Jennifer Barczak (920) 928-6995

Kari Ryan (920) 928-6940

Limited English Proficiency (LEP): Chris Eplett (920) 928-6922

### PREA (Prison Rape Elimination Act)

Compliance Manager: Mark Schomisch (920) 928-6913

## EDUCATION

In collaboration with Moraine Park Technical College, Fox Lake Correctional Institution hosts the largest and one of the most diverse educational departments in the Wisconsin Department of Corrections. Serving over 500 inmates annually, the education staff at FLCI provides a variety of programs such as High School Equivalency, Adult Basic Education, College Correspondence, Reentry and Career & Technical Education. The Education Department and FLCI staff are dedicated to providing effective programming and opportunities to support the Department of Corrections reentry efforts.

### **ADULT BASIC EDUCATION (ABE)**

Adult basic education and literacy programs are an integral part of the FLCI Education Department. The purpose of the Adult Basic Education Program is to assist students in obtaining the knowledge and skills necessary for work, further education, family self-sufficiency and community involvement. A range of instructional services are available to students with academic skills below the high school completion level or in need of increased English language skills in order to succeed in their communities. Adult basic education develops skills in reading, writing, math, speaking/listening in English, and GED®. FLCI had 10 GED/HSED graduates in FY16.

### **CAREER & TECHNICAL EDUCATION (CTE)**

Career & Technical Education programs provide students with specific trade instruction, technical skills and soft skill competencies critical to finding and maintaining employment. These skills are transferable into community employment or technical college programming through the Wisconsin Technical College System. FLCI ensures classroom enrollment is maximized and waiting lists are kept to a minimum so each student can achieve educational goals as efficiently and economically as possible. FLCI had 69 CTE graduates in FY16.

### **Career & Technical Education Programs at FLCI:**

Automotive Maintenance Tech

Masonry/Bricklaying

Cabinetmaking/Millwork

Computer Drafting – Mechanical

Custodial Services

Horticulture

Machine Tool Operation (CNC)

Motorcycle, Marine & Outdoor Power Products Tech

Welding – Production & Fabrication

Food Service Production



## **REENTRY & PRE-RELEASE**

Reentry is a Wisconsin Department of Corrections initiative focused on preparing offenders for success in the community. It means that offenders start focusing on their opportunities for success in the community from the first day they come in contact with the corrections system. FLCI provides a variety of opportunities for inmates to prepare for release back into their communities such as: workshops, classes, self-study and self-paced curriculum.

## **INMATE ACTIVITIES GROUPS**

### **ALCOHOLICS ANONYMOUS (AA)**

Through the utilization of 12-step programs and group support, this group enables the inmate to understand his addiction to alcohol and/or drugs and resulting consequences. There are two groups that meet on Wednesdays and Fridays every week with approximately 30 members in each group.

### **DIVERSITY ENHANCEMENT PROGRAM (DEP)**

The purpose of the program is to foster tolerance and a mutual understanding of our differences by connecting through education, music and the arts. It also enlightens participants on the rich cultural diversity that exists among the inmate community. Through various fundraisers the DEP raises money for local charities. During this fiscal year, \$12,000.00 was donated to the following organizations:

Feed Our People	Liladas Living Room
Ronald McDonald House	Just Bakery
Feeding America Eastern Wisconsin	Milwaukee Homeless Veterans
End Domestic Violence Abuse Wisconsin Coalition	Veterans Home in King
Second Harvest Food Bank	Victims of Milwaukee
WVHK Home Exchange	Nehemiah

Polar fleece blankets were made by inmates from donated materials and given to the following: Grow Program, Lincoln Hills Juvenile Facility, Madison Urban Ministries, Road Home, Golden Living Nursing Home, Kindred Heart Nursing Home, Markesan Nursing Home and King Veterans Home.

These organizations then sent representatives to FLCI to present their mission and community activities to the DEP group.

Average Monthly Membership – 50 men

### **SELF-HELP**

This is a group facilitated by volunteers that explores topics to enable inmates to develop positive self-esteem.

Average Monthly Membership – 48 men

### **VETERANS GROUP**

A membership organization that provides incarcerated military services veterans with legal assistance, support services, social activities and memorial functions on days of special importance to veterans and the military. They also provide a Color Guard for special events being held at FLCI.

Average Monthly Membership – 15 men

## **INMATE COMPLAINT REVIEW SYSTEM**

The complaint procedure affords inmates in adult institutions a process by which grievances may be raised, investigated and decided in a timely manner. The Institution Complaint Examiner makes an impartial investigation of the complaint and then submits a detailed report and recommendation to the warden who, in turn, reviews the recommendation and renders a decision.

<b><u>COMPLAINT DISPOSITIONS</u></b>		
	<b><u>Total Number</u></b>	<b><u>Percentage</u></b>
Affirmed	156	10.29%
Dismissed	860	56.72%
Rejected	500	32.99%
Total	1516	100.00
Returned Complaint Submissions	425	
Appealed Complaints	139	9.16%
Amount Reimbursed	\$871.24	

### **CONDUCT REPORTS**

	<b><u>Total</u></b>	<b><u>Appeals</u></b>
Major	620	41
Minor	1043	36

## **PSYCHOLOGICAL SERVICES**

### **CLINICAL MONITORING**

Psychological Services Unit (PSU) staff interview, evaluate, and monitor inmates who are identified as having mental health needs. The purpose of clinical monitoring is to periodically re-evaluate the inmate's emotional adjustment, behavioral adjustment, and mental health treatment needs. Clinical monitoring is an assessment tool that helps to increase stability, thereby preventing crises from occurring or re-occurring. As needed, PSU staff provides problem focused, short term counseling on a limited basis to help inmates remain psychologically and behaviorally stable. In addition, PSU staff screen individuals who may need to be referred to a psychiatrist.

### **CRISIS INTERVENTION**

PSU staff help provide emotional and psychological support to inmates in crisis situations. Crisis counseling is provided to men who are suicidal, having trouble adjusting to prison, experiencing extreme grief, having intense mood swings, or who are experiencing any other acute symptoms of mental illness.

## **EVALUATIONS**

PSU staff complete various types of evaluations for the following: Reclassification, Parole Commission, Psychiatry/Health Services, ADA personnel, and Social Services.

## **MULTI-DISCIPLINARY STAFF MEETINGS**

PSU staff participates in three weekly multi-disciplinary staff meetings. Also attending such meetings are uniformed staff, health services staff, social services staff and education staff as warranted. PSU staff also attends a once-per-month health services multi-disciplinary meeting. These staff meetings help to maintain communication among staff, increase awareness of significant inmate concerns and problem solve how to plan for the care of difficult inmates. Additionally, larger system issues are addressed at the multi-disciplinary staff meetings.

## **SEX OFFENDER TREATMENT (SO-2)**

This year-long treatment group is designed to assist sex offenders in identifying the underlying issues related to their sex offense(s); to recognize trigger signals that lead to re-offending; and to learn effective techniques for controlling their thoughts and behaviors to prevent new offenses.

## **TRAINING**

The Wisconsin Department of Corrections provides training to psychology interns as part of their requirement to receive a doctoral degree. The internship program has been accredited by the American Psychological Association and provides training at various sites, including FLCI.

# **RECORDS**

The Records Office at FLCI is responsible for monitoring and reporting the official inmate population, which involves inmate transfers and releases within the Department of Corrections. During the 2015-2016 fiscal year, an average of 67 inmates transferred in monthly and 38 inmates transferred out. The Records Office processed an average of 27 inmate releases per month, ensuring proper release into the community. Accurate sentence computations are necessary to ensure inmates serve the court-ordered amount of incarceration time. Communication with courts, agents, lawyers and families is often necessary to make sure that everyone is properly represented, and that the public, staff, and inmates are safe. The Records Office is also responsible for processing visitor forms (approximately 165 a month), maintaining accurate visiting lists and scheduling professional visits and phone calls.

The Records Office maintains the legal and social services files for inmates. The Records Office staff consists of a Records Office Supervisor who also acts as the Institution Litigation Coordinator and Records Custodian; two Correctional Sentencing Associates–Senior who calculate sentence computations, schedule parole hearings and track, process, and ensure proper release; and two Offender Records Associates who process visiting forms, schedule official visitors and phone calls, perform background checks for prospective visitors, and maintain the social services and newly created visiting files.

## **RESTORATIVE JUSTICE EFFORTS**

### **DONATIONS**

The institution vocational school shops have contributed numerous items such as flag cases, picnic tables, cribbage boards and fire rings to local government agencies, non-profit organizations and families of deceased military members.

### **RESTORATIVE JUSTICE**

The Restorative Justice Program continued with its fifth group and was facilitated by a chaplain, recreation leader, and records staff member with help from outside volunteers who conduct this program at several DOC institutions. It is an 11-week program with 30 inmates participating. The graduation is held in the visiting room and family members may attend.

## **SOCIAL SERVICES**

The Social Services Department provides services in accordance with the Department of Corrections reintegration mission. Social Services strives to meet the needs of the inmate population and enhance social functioning by assessing criminogenic needs and creating comprehensive case plans with each inmate. In addition to performing the routine duties associated with their assigned caseloads, social workers also provide individual counseling and facilitate groups in the areas of cognitive thinking and domestic violence.

The intake social worker coordinates weekly intake multi-disciplinary team staffings for every inmate that arrives at FLCI, as well as new inmate orientation for the intake unit. Coverage of the restrictive housing unit also includes a social worker on the security review team on a weekly basis.

### **TREATMENT PROGRAMS**

- Domestic Violence and Thinking for a Change (T4C)  
The Wisconsin Department of Corrections (DOC), Division of Adult Institution (DAI), Domestic Violence Program is a cognitive behavioral intervention program that consists of 43 one and a half hour sessions, delivered in a closed group. Thinking for a Change is a cognitive behavioral intervention that consists of 26 one and one-half hour sessions, delivered in a closed group. These programs target criminogenic needs with clients assessed as high or moderate risk on the COMPAS assessment tool. The programs focus on three components; cognitive self-change, social skills and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem solving skills integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real life situations.
  - Thirty inmates enrolled in domestic violence and 20 completed.
  - One hundred thirty-three inmates enrolled in T4C and 104 completed.

### **LEGAL ACTION OF WISCONSIN (LAW)-DOES PROJECT**

Through the award of a HOPE grant and additional funding from SSA and LAW, two LAW attorneys provide SSI/SSDI advocacy services to project clients (disabled reentering offenders). The two primary goals of the project are to reduce the target group's SSI/SSDI application processing time and increase the successful appeal rate when initial applications are denied.

### **WINDOWS TO WORK-FOX VALLEY WORKFORCE DEVELOPMENT BOARD**

This program is designed to address the criminogenic risk factors that can lead to recidivism, including unemployment/underemployment, low/interrupted education, poor problem solving skills, inadequate housing and financial difficulties. Both individual and group participation begins six months prior to release. The case manager provides participants with classroom training in the areas of employability, career path planning, personal development, values clarification, financial literacy, Rent Smart, child support, community resources, and other related issues. Working in coordination with the DCC agent, the Windows to Work case manager assists participants with job search activities. Participants receive assistance in accessing available community resources to address needs for food, clothing and medical/psychological care. The Windows to Work case manager continues to provide case management for each participant for 12 months after release.

### **VICTIM-OFFENDER CONFERENCING WITH THE REMINGTON LAW CENTER-RESTORATIVE JUSTICE**

This is facilitated by the Office of Victim Services and the Remington Law Center to mediate victim-offender dialogue regarding the offense that was perpetrated against them. It affords the victim a voice, gives the victim an opportunity to express the harm and impact the crime had on them and supports the victim asking questions that may help with resolving "unknowns" and moving toward the healing process.

## **STAFF RECOGNITION**

The following FLCI staff was recognized for achieving significant years of state service at a recognition event held during Correctional Employees' Week in May 2016.

### **25 Years**

Dawn Gehring  
Charles Gove  
William Martin

Robert Spanbauer  
Jeffrey Wolff

### **35 Years**

Richard Vaughan

### **STAFF RETIREES**

<b>STAFF</b>	<b>SERVICE DATES</b>	<b>POSITION</b>
Benish, Thomas	March 1993 - August 2015	Inventory Control Coordinator
Eiden, Jean	June 2001 - October 2015	Teacher
Eidenshink, Joseph	April 1999 - February 2016	Officer 2
Hein, Kurt	January 1988 - May 2016	Sergeant
Marwitz, David	April 1990 - September 2015	Officer 2
McDonald, Jack	January 1990 - January 2016	Sergeant
Meier, Holly	September 1988 - April 2016	Nursing Supervisor

Metzger, David	January 1994 - April 2016	Maintenance Mechanic 3
Neuman, Mary	Sept. 1985 - August 2015	Captain
Pulver, Melvin	Sept. 1986 - January 2016	Captain
Rhodes, Anthony	June 1989 - March 2016	Teacher
Rohde, Scott	March 1999 - June 2016	Lieutenant
Rooney, Jess	August 1998 - May 2016	Officer 2
Schweder, Richard	October 1984 - April 2016	Sergeant
Siedschlag, Russell	Sept. 1997 - November 2015	Sergeant
Thurk, Coleen	October 1990 - April 2016	Office Operations Associate
Toutant, Jeri	November 1987 - April 2016	Financial Specialist 3
Winget, Kurtis	April 1991 - December 2015	Officer 2
Zeinert, Joel	October 1989 - January 2016	Officer 2

## VOLUNTEERS

Volunteers are used to conduct programming in the visiting room, chapel, and school. Volunteers provide valuable resources that allow the institution to provide inmate programming and religious activities to meet the needs of all inmates at FLCI. Volunteers are utilized in many ways including: Jewish Service; Protestant Worship Service; Catholic Mass; Pagan Service; Native Sweat Lodge; Pipe and Drum; Interfaith Religion 101; Baptist Service; Brother Bob's Outreach Study; First Congregational Prison Ministry Project; Lutheran Study; Catholic Bible Study; Salvation Army Toy Lift; Spanish Service; Snow Flower Sangha Interfaith Meditation; Buddhist Meditation; Communion Services; Pastoral Visits; Restorative Justice; Alcoholics Anonymous; Diversity Enhancement Program speakers and Veterans Services.

## ACRONYMS

**AA** – Alcoholics Anonymous  
**ABE** – Adult Basic Education  
**ADA** – Americans with Disabilities Act  
**ADP** – Average Daily Population  
**BSI** – Badger State Industries  
**CBT** – Cognitive Behavior Therapy  
**COMPAS** – Correctional Offender Management Profiling for Alternative Sanctions  
**CRB** – Community Relations Board  
**CTE** – Career & Technical Education  
**DAI** – Division of Adult Institutions  
**DCC** – Division of Community Corrections  
**DEP** – Diversity Enhancement Program  
**DOC** – Department of Corrections  
**FLCI** – Fox Lake Correctional Institution  
**FY** – Fiscal Year  
**GED** – General Equivalency Diploma  
**HSED** – High School Equivalency Diploma  
**LAW** – Legal Action of Wisconsin  
**LEP** – Limited English Proficiency

**PREA** – Prison Rape Elimination Act  
**PSU** – Psychological Services Unit  
**SSA** – Social Security Administration  
**SSDI** – Social Security Disability Income  
**SSI** – Social Security Income  
**SO-2** – Sex Offender Treatment  
**T4C** – Thinking for a Change